

## *Borough of Chambersburg*

*Celebrating 50 years of consumer owned gas service  
and over 100 years of consumer owned electric service*

July 25, 2011

Patrick R. Martin, President  
Greater Chambersburg Area Paid Fire Fighters Association  
130 N. Second Street  
Chambersburg, PA 17201

Dear Mr. Martin:

It is with great regret that I must inform you of the Town Council's exercise of its rights and managerial discretion and intent to amend the manner in which fire suppression is provided in the Borough resulting in a reduction of the Fire Department. Please let this correspondence represent all necessary notification to you and your association as well as its members of these upcoming changes pursuant to the collective bargaining agreement currently in effect. The collective bargaining agreement provides for reduction in the Fire Department in the managerial discretion of the Borough completely and exclusively to the Borough. Excerpt from collective bargaining agreement:

### 28. STAFFING:

#### Fire Department Reductions:

1. The determination of the overall size of the Fire Department is a managerial decision that is reserved exclusively to the Borough. The Borough presently does not intend to reduce the size of its Fire Department. In the event, however, that the Borough elects to exercise this right, it will provided the Union with 9 months' notice before implementing any Fire Department reductions

As you are aware, the General Fund of the Borough of Chambersburg is supported by taxes and other non-substantial revenue sources. Revenues decreased to an estimated \$9,342,700 in 2010 and the projection for 2011 is similar, while expenditures are estimated to grow to approximately \$12,250,000. This is over a 33% percent decrease in tax and other General Fund revenue from 2007 levels. Borough residents are making less as evidenced by decreasing earned income tax revenue and the economic downturn has affected real estate transactions, a significant source of tax revenue. Presently the providing of paid fire services for the Borough comprises over 27% of the entire General Fund (approximately \$3,380,450 in 2011). Firefighters are now paid an average of \$56,000 per year plus substantial benefits. There have also been recent requests for additional fire equipment such as a new ladder truck, which alone would cost at least one million dollars. Coupled with providing paid police services in the Borough, the two combined services constitute over 60% of the entire General Fund. These costs are simply not sustainable without the revenue to support them. There is a projected deficit in the General Fund budget of over \$2,500,000 this year and next year's projections appear to be

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more significant. The only way to close such deficits in the General Fund is either to raise taxes significantly or decrease costs substantially, or a combination of both

Due to the financial burdens of the current system as well as the economic downturn which has so seriously affected our revenues, the Town Council is forced to consider alternative public safety plans which will insure the protection of life and property while being more reasonable in their cost to Borough taxpayers. In short, we can no longer afford the Chambersburg Fire Department at its current service level.

Therefore, effective nine (9) months from the date of this notice, the Borough will either simply decrease its firefighting capabilities or transfer much of the primary responsibility for fire fighting and suppression to other potential fire service providers. The Borough will be reviewing and analyzing all of its alternatives to meet budgetary constraints and to close the gaps on mounting deficits in the General Fund. Any alternative chosen by the Borough will not compromise the safe operation and the provision of fire services within the Borough.

It is our intention to continue fire code enforcement services and basic life support ambulance services in the Borough regardless.

In these difficult times, it is our hope that we can, with your cooperation, organize an orderly transition of services and decommissioning of a significant part of the Fire Department, its equipment, apparatus, and personnel. As always, we request that your association continue to act professionally and responsibly during and after this transition. We can all appreciate the effect that this economic downturn has had on our Borough residents and taxpayers; and your membership.

We thank you in advance for your cooperation and we look forward to the future as we struggle through these tough economic times together.

Sincerely,

BOROUGH OF CHAMBERSBURG



William F. McLaughlin  
Town Council President

cc Hon. Mayor P. Lagiovane  
Town Council  
Jeffrey Stonehill, Borough Manager  
G. Bryan Salzmann, Esq., Borough Solicitor



Greater Chambersburg Area Paid Fire Fighters Association  
International Association of Fire Fighters Local 1813  
130 North Second Street  
Chambersburg, Pa. 17201

October 26, 2011

Dear IAFF Member,

As you know, current economic and political strife within the United States has placed great stress upon state and local governments, forcing them to find alternative means to support and provide funding for their respective infrastructures. As a direct result, municipal based public safety entities have borne the brunt of the budgetary scrutiny as has already been evidenced in the states of Wisconsin, New Jersey, and Ohio.

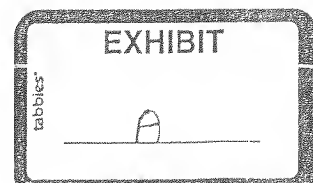
Regrettably, I am compelled to inform you that the Borough of Chambersburg is facing a similar reality. Recently, the Borough informed our membership that, it intends to reduce the Chambersburg Fire Department's career staffing or transfer much of the primary responsibility for fire fighting and suppression to potential fire service providers. It seems likely that the Department will achieve these goals by more heavily relying upon volunteer departments, with which it has existing relationships in the form of mutual aid agreements.

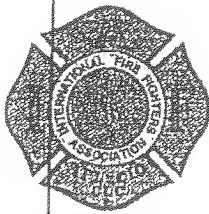
Many of you, by now, are likely experiencing circumstances similar to ours – being forced to face the realities of providing financial stability and security to your families in these uncertain economic times. Therefore, I respectfully request your support as a member of the International Association of Fire Fighters, and ask that you adhere to the Constitution and By-Laws of our great union by refraining from providing volunteer firefighting services to the Borough of Chambersburg. We are abundantly aware that such a request in some form may place stress upon you and your personal interests. Many of you currently volunteer in areas that are unable to provide adequate means of fire and public safety, and our request is in no means meant to criticize or diminish your efforts and commitment to your communities. However, collective, mutual support is fundamental to the security of all who possess membership within the IAFF, and this support is necessary to protect the jobs of our local members.

In closing, we greatly appreciate your consideration and assistance in this matter and would like to emphasize that the Greater Chambersburg Area Paid Fireman's Association, IAFF Local 1813 will pursue any avenue of action that is both necessary and legal for the continued security of our members and their families as well as yours.

Sincerely,

Patrick R. Martin, President





Greater Chambersburg Area Paid Fire Fighters Association  
International Association of Fire Fighters Local 1813  
130 North Second Street  
Chambersburg, Pa. 17201

April 21<sup>st</sup>, 2012

Mark Trace  
Member of Local Union No. 36  
561 Bishop Avenue  
Chambersburg, PA 17201

Dear Brother/Sister;

I, Scott McNew, Vice President and Member in good standing of IAFF Local Union No. 1813 – The Greater Chambersburg Area Firefighters Association, hereby prefer charges against fellow Brother:

Mark E. Trace (IAFF Local 36) of 561 Bishop Avenue, Chambersburg, PA 17201

For the following misconduct:

**Charge #1 – Violation of International Association Constitution and By-laws, Article XV, Section J:**

The nature of misconduct related to this charge is a direct violation of the IAFF Constitution & By-laws Article XV subsection J which states; *"Engaging in conduct detrimental to the best interests of the Association or its subordinate unions which places or tends to place them in disrepute with other labor organizations, employers, or the public".*

**Facts relating to charges of misconduct of Article XV, Section J**

- Charges against fellow Brother Mark E. Trace under this section relate to a letter of request sent October 26<sup>th</sup>, 2011 by IAFF Local 1813 President Patrick R. Martin.
- Brother Trace has been associated with indirect communications with the Borough of Chambersburg regarding IAFF Union Local 1813 business.
- Brother Trace is not a member of IAFF Local 1813 and therefore has no authority or position to discuss union business as it relates to Local 1813 and the Borough of Chambersburg.
- Actions of Brother Trace have ultimately led to disciplinary action taken by the Borough of Chambersburg against fellow Brother, Captain and IAFF Local 1813 President Patrick R. Martin over legally protected union business and rights.
- The actions of fellow Brother Trace have led to an unnecessary accumulation of legal expenses imposed upon IAFF Union Local 1813 due to continued efforts to combat President Martin's disciplinary process.

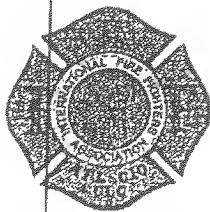
**Charge #2 – Violation of International Association Constitution and By-laws, Article XV, Section N:**

The nature of the misconduct is a direct violation of the IAFF Constitution & By-laws Article XV subsection N which states; *"Working a secondary job part-time, paid on call, volunteer or otherwise as a firefighter, emergency medical services worker, public safety or law enforcement officer, or as a worker in a related service, whether in the public or private sector, where such job is within the work jurisdiction of any affiliate or which adversely impacts the interests of any affiliate or the IAFF".*

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Chambersburg, Pa. 17201

Facts relating to charges of misconduct of Article XV, Section N

-- Brother Trace responded to a multitude of incidents in his off-duty time as a volunteer officer for his volunteer organization in which he performed fire & EMS duties within the operational jurisdiction of IAFF Local 1813. Specific dates recorded up until the date of this letter include the following:

- o 11/05/11 – Int. Lincoln Way West & Glen St. – Auto accident.
- o 11/12/11 – 142 Lincoln Way West – Smoke in an apartment.
- o 11/18/11 – 1035 Coldbrook Ave. – Auto accident.
- o 11/27/11 – 226 N. Main St. – Apartment fire.
- o 12/13/11 – 1501 Sheffler Drive – Smoke in a building.
- o 12/13/11 – 72 Lincoln Way West – Apartment fire.
- o 12/19/11 – 1300 Orchard Drive – House fire.
- o 12/30/11 – 321 Lincoln Way West – Auto Fire.
- o 02/01/12 – 25 Penncraft Avenue – Trash Fire.
- o 02/14/12 – 57 Sanibel Lane – Land Rescue.
- o 02/19/12 – 233 Catherine Street – Chimney Fire.
- o 03/04/12 – 325 East King Street – Ceiling Collapse
- o 03/11/12 – 235 South 4<sup>th</sup> Street – Smoke from a BBQ
- o 03/15/12 – 412 South 7<sup>th</sup> Street – Medical Assist
- o 03/21/12 – 636 Lincoln Way East – MVA vs Pedestrian
- o 04/16/12 – 492 South 3<sup>rd</sup> Street – Land Rescue

Fraternally Yours,

Scott McNew  
Vice-President, IAFF Local 1813